

YEAR	Total salary (include COLA, salary increase and step increase and all bonus)			
	Sworn APD	Sworn AFR	G.E. (G1-13)	G.E. (G14-49)
1999	\$ 49,049	\$ 37,255	\$ 30,659	\$ 50,099
2000	\$ 55,766	\$ 38,489	\$ 32,932	\$ 53,052
2001	\$ 56,680	\$ 41,902	\$ 36,833	\$ 55,530
2002	\$ 56,680	\$ 41,902	\$ 36,152	\$ 55,530
2003	\$ 59,228	\$ 43,786	\$ 37,777	\$ 58,026
2004	\$ 61,620	\$ 45,555	\$ 39,303	\$ 60,370
2005	\$ 64,085	\$ 47,377	\$ 39,696	\$ 60,974
2006	\$ 68,699	\$ 49,130	\$ 40,570	\$ 62,315
2007	\$ 72,478	\$ 51,832	\$ 42,030	\$ 64,575
2008	\$ 71,788	\$ 51,338	\$ 41,630	\$ 63,960
2009	\$ 71,788	\$ 51,338	\$ 41,630	\$ 63,960

Highlighted years with bonus

Sample Sworn APD: P5 (Lieutenant) \$5

Sample Sworn AFR: G14S5 (Fire Apparatus Operator)

Sample G.E. G1-13: G12S5 (Auto Technician Senior)

Sample G.E. G14-49: G24S5 (HR Generalist)

*2007 (FY2008)

*2008 (FY2009)

*2009 (FY2010)

YEAR	Salary (include COLA, salary increase and step increase, not including bonuses)			
	Sworn APD	Sworn AFR	G.E. (G1-13)	G.E. (G14-49)
1999	\$ 49,049	\$ 35,255	\$ 30,659	\$ 50,099
2000	\$ 52,766	\$ 38,489	\$ 32,932	\$ 53,052
2001	\$ 56,680	\$ 41,902	\$ 36,152	\$ 55,530
2002	\$ 56,680	\$ 41,902	\$ 36,152	\$ 55,530
2003	\$ 58,664	\$ 43,369	\$ 37,417	\$ 57,473
2004	\$ 61,034	\$ 45,121	\$ 38,929	\$ 59,795
2005	\$ 63,475	\$ 46,926	\$ 39,318	\$ 60,393
2006	\$ 68,045	\$ 48,662	\$ 40,183	\$ 61,722
2007	\$ 71,788	\$ 51,338	\$ 41,630	\$ 63,960
2008	\$ 71,788	\$ 51,338	\$ 41,630	\$ 63,960
2009	\$ 71,788	\$ 51,338	\$ 41,630	\$ 63,960

*baseline

*2007 (FY2008)

*2008 (FY2009)

*2009 (FY2010)

YEAR	Salary (only include COLA and salary increase)			
	Sworn APD	Sworn AFR	G.E. (G1-13)	G.E. (G14-49)
1999	\$ 49,049	\$ 35,255	\$ 30,659	\$ 50,099
2000	\$ 51,049	\$ 37,255	\$ 31,859	\$ 51,299
2001	\$ 53,049	\$ 39,255	\$ 33,859	\$ 51,899
2002	\$ 53,049	\$ 39,255	\$ 33,859	\$ 51,899
2003	\$ 53,049	\$ 39,255	\$ 33,859	\$ 51,899
2004	\$ 55,192	\$ 40,841	\$ 35,227	\$ 53,996
2005	\$ 57,400	\$ 42,475	\$ 35,669	\$ 55,264
2006	\$ 62,382	\$ 44,289	\$ 36,454	\$ 56,480
2007	\$ 63,630	\$ 45,175	\$ 37,766	\$ 58,528
2008	\$ 63,630	\$ 45,175	\$ 37,766	\$ 58,528
2009	\$ 63,630	\$ 45,175	\$ 37,766	\$ 58,528

*baseline

*2007 (FY2008)

*2008 (FY2009)

*2009 (FY2010)

YEAR	Change type	% COLA & salary increase			
		Sworn APD	Sworn AFR	G.E. (G1-13)	G.E. (G14-49)
1998	COLA	1.0%	1.0%	1.0%	1.0%
1997	APD increase	4.0%	0.0%	0.0%	0.0%
1998	AFR increase	0.0%	4.0%	0.0%	0.0%
1999	No change	0.0%	0.0%	0.0%	0.0%
2000	APD increase	4.1%	0.0%	0.0%	0.0%
2000	AFR increase	0.0%	5.7%	0.0%	0.0%
2000	GE increase	0.0%	0.0%	3.9%	2.4%
2001	APD increase	3.9%	0.0%	0.0%	0.0%
2001	AFR increase	0.0%	5.4%	0.0%	0.0%
2001	GE increase	0.0%	0.0%	6.3%	1.2%
2002	No change	0.0%	0.0%	0.0%	0.0%
2003	No change	0.0%	0.0%	0.0%	0.0%
2004	salary increase	4.0%	4.0%	4.0%	4.0%
2005	APD/AFR increase	3.0%	3.0%	0.0%	0.0%
2005	COLA	1.0%	1.0%	1.0%	1.0%
2006	COLA	2.2%	2.2%	2.2%	2.2%
2006	APD/AFR increase	1.5%	1.5%	0.0%	0.0%
2006	APD increase	3.5%	0.0%	0.0%	0.0%
2007	COLA	2.0%	2.0%	3.6%	3.6%

Pay changes in 2001	increase	2000 base	% change
Sworn APD	\$ 2,000	\$ 51,049	4%
Sworn AFR	\$ 2,000	\$ 37,255	5%
GE (1-13)	\$ 2,000	\$ 31,859	6%
GE (14-49)	\$ 600	\$ 51,299	1%

YEAR	Change type	% all salary changes (COLA, salary increase & step)			
		Sworn APD	Sworn AFR	G.E. (G1-13)	G.E. (G14-49)
1994	No change	0.0%	0.0%	0.0%	0.0%
1995	salary increment	3.5%	3.5%	3.5%	3.5%
1996	salary increment	3.5%	3.5%	3.5%	3.5%
1997	salary increment	3.5%	3.5%	3.5%	3.5%
1997	APD increase	4.0%	0.0%	0.0%	0.0%
1998	AFR increase	0.0%	4.0%	0.0%	0.0%
1998	COLA	1.0%	1.0%	1.0%	1.0%
1998	salary increment	3.5%	3.5%	3.5%	3.5%
1999	APD increase	4.3%	0.0%	0.0%	0.0%
2000	APD increase	4.1%	0.0%	0.0%	0.0%
2000	AFR increase	0.0%	5.7%	0.0%	0.0%
2000	GE increase	0.0%	0.0%	3.9%	2.4%
2000	salary increment	3.5%	3.5%	3.5%	3.5%
2001	APD increase	3.9%	0.0%	0.0%	0.0%
2001	AFR increase	0.0%	5.4%	0.0%	0.0%
2001	GE increase	0.0%	0.0%	6.3%	1.2%
2001	salary increment	3.5%	3.5%	3.5%	3.5%
2002	No change	0.0%	0.0%	0.0%	0.0%
2003	salary increment	3.5%	3.5%	3.5%	3.5%
2004	salary increase	4.0%	4.0%	4.0%	4.0%
2005	APD/AFR increase	3.0%	3.0%	0.0%	0.0%
2005	COLA	1.0%	1.0%	1.0%	1.0%
2006	COLA	2.2%	2.2%	2.2%	2.2%
2006	APD/AFR increase	1.5%	1.5%	0.0%	0.0%
2006	APD increase	3.5%	0.0%	0.0%	0.0%
2007	COLA	2.0%	2.0%	3.6%	3.6%
2007	APD/AFR increment	3.5%	3.5%	0.0%	0.0%
2008	Furlough				
2009	Furlough ended				

Pay changes in 2000	increase	1999 base	% change
Sworn APD	\$ 2,000	\$ 49,049	4%
Sworn AFR	\$ 2,000	\$ 35,255	6%
GE (1-13)	\$ 1,200	\$ 30,659	4%
GE (14-49)	\$ 1,200	\$ 50,099	2%

Pay changes in 1999	increase	1998 base	% change
Sworn APD	\$ 2,000	\$ 47,049	4%

Bonus in 2001	increase	2000 base	% change
GE (G1-13)	\$ 600	\$ 31,859	2%

Bonus in 2000	increase	2000 base	% change
APD retention bonus	\$ 3,000	\$ 52,766	6%

Bonus in 1999	increase	1999 base	% change
AFR bonus	\$ 2,000	\$ 35,255	6%

Sick leave bonus		
Annual total sick leave hours		104
Avg annual sick days used		3
% of sick leave eligible for bonus:		25%
hours used for bonus		20
total annual hours		2080
bonus as % of total		1.0%

YEAR	Bonus type	% bonus			
		Sworn APD	Sworn AFR	G.E. (G1-13)	G.E. (G14-49)
1999	AFR bonus	0.0%	5.7%	0.0%	0.0%
2000	APD bonus	5.7%	0.0%	0.0%	0.0%
2001	G.E. bonus	0.0%	0.0%	1.9%	0.0%
2003	Sick leave bonus	1.0%	1.0%	1.0%	1.0%
2004	Sick leave bonus	1.0%	1.0%	1.0%	1.0%
2005	Sick leave bonus	1.0%	1.0%	1.0%	1.0%
2006	Sick leave bonus	1.0%	1.0%	1.0%	1.0%
2007	Sick leave bonus	1.0%	1.0%	1.0%	1.0%

Year	US Urban Consumers - (CPI-U)	South Urban	Atlanta
1994 \$	148 \$	145 \$	147
1995 \$	152 \$	149 \$	151
1996 \$	157 \$	154 \$	156
1997 \$	161 \$	157 \$	159
1998 \$	163 \$	159 \$	161
1999 \$	167 \$	162 \$	165
2000 \$	172 \$	167 \$	171
2001 \$	177 \$	171 \$	176
2002 \$	180 \$	173 \$	178
2003 \$	184 \$	177 \$	181
2004 \$	189 \$	182 \$	183
2005 \$	195 \$	188 \$	189
2006 \$	202 \$	195 \$	194
2007 \$	207 \$	200 \$	200
2008 \$	215 \$	209 \$	206
2009 \$	215 \$	208 \$	201